



HUMAN RESOURCES DEVELOPMENT STARTS FOUR-DAY WORK WEEK PILOT PROJECT

July 31, 2008



HONOLULU – Governor Linda Lingle today announced that a four-day work week pilot project will be implemented at the **State Department of Human Resources Development (DHRD)**. The three-month pilot involves the entire department of 111 employees and will begin **Monday, August 4, 2008 and end October 31, 2008**.

During the pilot period, the DHRD offices, which occupy five floors of the State Office Tower in downtown Honolulu, will be open from 7:15 a.m. to 6:00 p.m., Monday through Thursday, and will be closed on Friday.

During the four-day work week, DHRD's recruitment counter, which provides direct service to the public, will have expanded hours of 7:15 a.m. to 5:45 p.m. The public is also reminded that those wishing to apply for State jobs can visit DHRD's recruiting website at www.hawaii.gov/hrd/main/esd and file applications quickly online. The online recruitment system is available 24 hours, 7 days a week, 365 days a year.

The pilot project is part of the Lingle-Aiona Administration's continuing efforts to decrease expenses including electricity costs and make state government more efficient. Other reasons the Administration is exploring a four-day work week for state offices relate to quality-of-life issues for employees as well as the general public, including a more balanced work-life that gives individuals more time for family and personal matters. In addition, the shift in state government operating hours could help reduce traffic congestion not just on Fridays, but during the rest of the workweek as state employees adjust their commute times.

"As we implement this four-day work week pilot project, our top priority is to ensure that the State maintains the same level of service to the public," said Governor Lingle. "With Hawai'i's leadership role in finding innovative solutions to improve government efficiency and conserve energy and resources, we have an opportunity to test the shortened work week approach and measure the benefits it might have for State government, our employees and the community."

The State will monitor the impact to DHRD's services as well as reduced energy use and other possible savings and benefits during the three-month pilot period. In addition, factors such as gasoline savings and commute times by employees will also be measured. DHRD will also evaluate the impact to employee productivity and morale, including quality of life issues.

Public feedback on the pilot program will be an important component in the evaluation process and determining what changes might be needed before expanding the program to other departments. Comments may be sent to the Governor's office at governor.lingle@hawaii.gov.

The change in the DHRD recruiting hours does not apply to the recruitment offices for the State Department of Education, University of Hawai'i, Judiciary, Hawai'i Health Systems Corporation, or the county governments.